

- SELECT
- DEVELOP
- LEAD

HOGAN *DEVELOP*

COMPASS

OCCUPATIONAL SIGNIFICANCE OF CORE VALUES

Report for: Jane Doe

ID: HB290530

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INTRODUCTION

Core Values

People's values define their identities—people's values reflect who they are at a deep and sometimes unconscious level. People are often unaware of their values and are often unable to spell them out completely. Nonetheless, they influence people's lives in important ways. Their values shape their philosophy of life, their choice of friends, and how they spend their spare time. People's values also influence their choice of jobs and careers. People like others who share their values and prefer to work in jobs that support their values.

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Uses of this Report

The Career Compass is based on the Motives, Values, Preferences Inventory (MVPI), a measure of the ten core values found in most cultures throughout history. The Career Compass provides feedback on three important topics. First, it clarifies a person's values, and that is an important part of any person's development. Second, it contains information regarding the fit between a person's values and various occupations and organizational cultures. No matter how talented people may be, if their values are not consistent with the demands of their occupation or current organizational culture, they won't be very happy or successful—and people often choose jobs and careers without considering the values issue. And third, the report describes the kind of people with whom a person will comfortably work and live—because people like others who share their values and dislike people who don't share them.

Reading this Report

This report is based on a person's scores on ten core values which are organized in four clusters. The next page defines the core values and how they cluster. The following pages provide some values clarification, and interpret the significance of a person's values profile for their career and relations with others. The last page contains a graph of the person's values profile.



DEFINING CORE VALUES

Cluster I: Status Interests

Recognition

Wanting to stand out and be noticed, and dreaming of fame and success.

Power

Wanting to be successful, to make an impact, and to create a legacy.

Hedonism

Wanting to have fun and enjoy the fruits of one's success.

Cluster II: Social Interests

Altruistic

Wanting to help the needy and powerless and improve society.

Affiliation

Wanting to be part of a group and seeking social stimulation.

Tradition

Believing in family values and endorsing socially approved behavior.

Cluster III: Financial Interests

Security

Wanting occupational and financial safety and avoiding risk.

Commerce

Wanting financial success and seeking business opportunities.

Cluster IV: Decision Making Style

Aesthetics

Wanting to be stylish and fashionable and being concerned about appearances.

Science

Wanting to solve problems and make decisions based on data.



INTERPRETING MR./MS. DOE'S VALUES PROFILE

I. VALUES CLARIFICATION

Status Interests

Although Mr./Ms. Doe may not actively advertise his/her accomplishments, he/she definitely appreciates positive feedback on his/her work and may even enjoy showing off a little bit now and then. He/She will enjoy working on high profile projects, but won't enjoy the criticism that sometimes comes with that work. Mr./Ms. Doe seems appropriately interested in the development of his/her career, but at the same time, he/she probably tries to pay attention to having a life outside the demands of job and career. Although he/she wants to advance, he/she doesn't enjoy the conflict and disagreement that comes with career competition. Moreover Mr./Ms. Doe should like to host and entertain clients and knows how to have a good time. Nonetheless, he/she knows when it's time to work and when it's time to play; he/she takes his/her work seriously and dislikes having it criticized.

Social Interests

Although Mr./Ms. Doe believes in holding people accountable for their performance, he/she also knows that someone needs to pay attention to, and help encourage, the people who are less powerful or affluent. He/She doesn't mind helping others when they seem to need it, but is also happy when others keep their complaints to themselves. Moreover, Mr./Ms. Doe seems equally happy working by himself/herself or as part of a team. He/She enjoys meeting new people, but also enjoys having time to himself/herself when he/she can focus and reflect. He/She likes people, but doesn't need constant interaction. Finally, he/she seems to respect the need for change and diversity on the one hand, and stability and uniformity on the other. He/She is neither strongly flexible nor set in his/her ways; he/she seems to have a natural taste for moderate attitudes and understands that compromise is often necessary. He/She values the lessons of the past but is also willing to experiment for the future.

Financial Interests

Mr./Ms. Doe is concerned about safety and job security, and dislikes risk, uncertainty, and making unnecessary mistakes. He/She likes others to spell out their expectations and make their performance standards explicit. He/She would rather be safe than sorry, which means that he/she will take few unnecessary chances, and usually try to minimize his/her exposure to risk. In addition, he/she seems to have a mature attitude toward money; although he/she understands its importance, he/she is not preoccupied by financial matters. He/She occasionally considers his/her income potential, but he/she also takes pride in other matters such as family, friends, and leisure time activities.

Decision Making Style

Mr./Ms. Doe seems to strike a balance between form and function in decision making. He/She values taste and style but also admires reliable and efficient performance; that is, he/she understands the trade-off between elegant appearance and durable performance and uses the distinction when making decisions. Finally, he/she seems equally willing to make decisions based on data and research or based on his/her own personal experience and judgment. He/She is comfortable with technology and understands its importance at work, but he/she is not addicted to following newest trends and evolutions in technology.



INTERPRETING MR./MS. DOE'S VALUES PROFILE

II. HELPFUL CAREER TIPS

Drivers

Mr./Ms. Doe will like work that features good job security and minimizes uncertainty regarding salaries, promotions, and standards of performance evaluation. He/She will be uncomfortable in high risk, entrepreneurial environments that promise significant financial gains but lack any guarantees of stable employment, and where the performance standards are ambiguous. These values are particularly useful in jobs that focus on minimizing mistakes—for example, government service, quality control engineering, financial analysis, accounting, and tax law. His/Her desire to avoid making mistakes could slow the development of his/her career. Another feature of his/her preferred job is the opportunity to work on highly visible teams and tasks in which he/she can be noticed. Conversely, he/she will dislike jobs where there are no opportunities for individual recognition. He/She should consider work in sales, consulting, customer service, or the entertainment industry. Moreover, he/she would prefer a job that involves helping, teaching, supporting, and encouraging others, especially those who seem to need it most. He/She will not enjoy working in an organization that focuses exclusively on holding people accountable or that ignores issues of staff morale. He/She would be comfortable working in health care, teaching, counseling, or customer relations management.

Careers

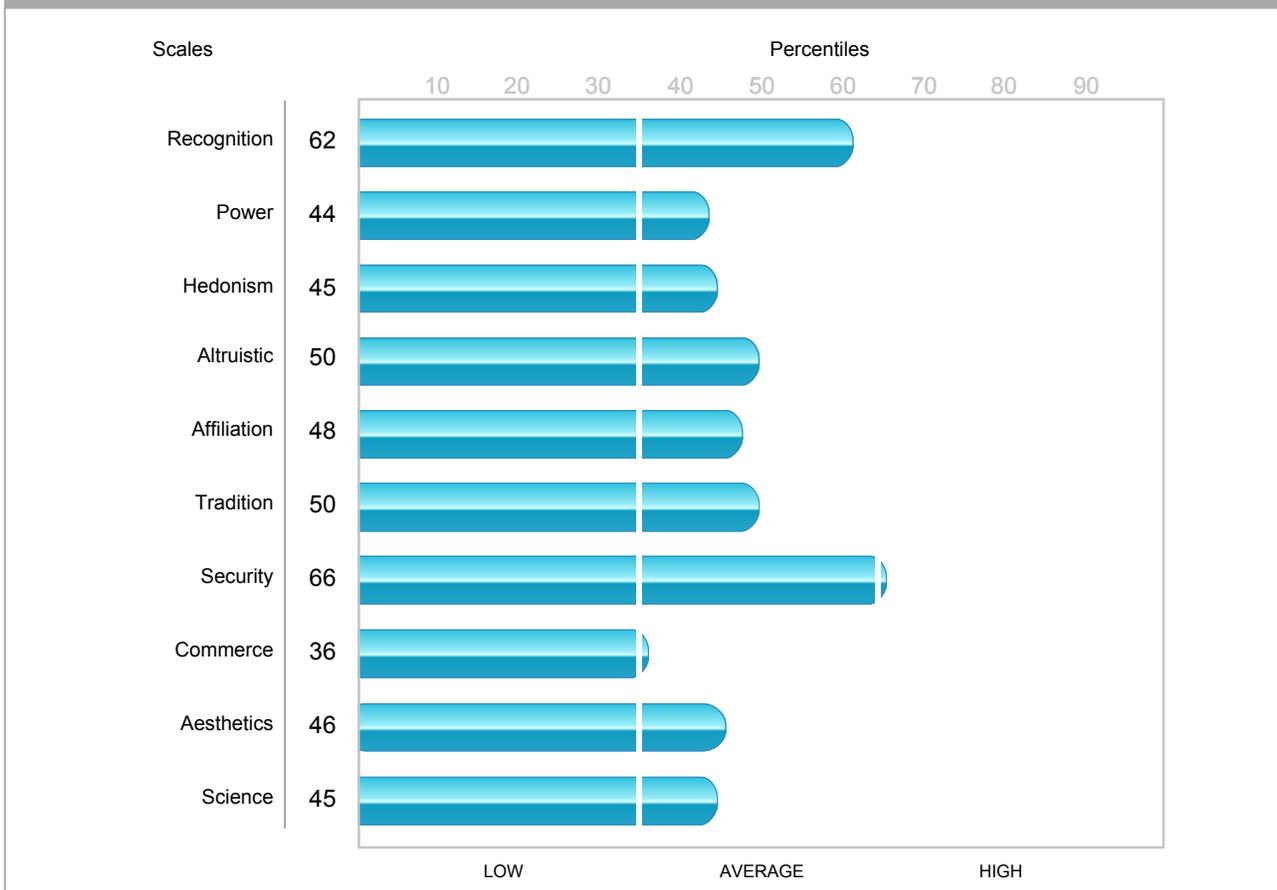
The assessment results for Mr./Ms. Doe suggest that he/she will be most satisfied with a career where there are guarantees regarding the stability of employment and income. Mr./Ms. Doe will be moderately satisfied with a career where there are opportunities to perform, to be noticed, and to be in front of an audience, which include sales, consulting, entertainment, teaching, and politics. He/She will also enjoy being able to assist and encourage others, which includes work in teaching, social work, coaching, and health care.

Preferred Working Environment

Assessment results for Mr./Ms. Doe suggest that he/she will be more attracted to certain working environments than others. Specifically, he/she will be most satisfied working in organizations that emphasize planning, careful decision-making, and risk analysis, and that develop and follow well-considered policies and procedures. He/She will be most comfortable participating in organizations with a history of stability, financial responsibility, and a veteran management team. He/She will be less comfortable working in organizations devoted to risk-taking, innovative financial practices, and extensive use of management consultants.



GRAPHIC REPORT (MOTIVES, VALUES, PREFERENCES INVENTORY)



High scorers are above the 65th percentile. Average scores are between the 35th and 65th percentile. Low scorers are below the 35th percentile.

- Recognition** | A desire to be known, seen, visible, and famous.
- Power** | A desire for success, challenge, competition, and achievement.
- Hedonism** | A desire for fun, excitement, variety, and pleasure.
- Altruistic** | A desire to serve others, improve society, and help the less fortunate.
- Affiliation** | A desire for frequent and varied social contact.
- Tradition** | A concern about ethics, family values, and devotion to duty.
- Security** | A desire for structure, order, and predictability in life.
- Commerce** | A desire for increased income, profits, and business opportunities.
- Aesthetics** | A concern about style, appearance, and fashion.
- Science** | A desire to use data to make decisions and solve problems.